

TULARE COUNTY  
System Improvement Plan Approval Document  
Received      October 1, 2004

Program Areas	Improvement Plan			Anticipated Date of Completion
	*Required		Strategy	
	Yes	No		
<b>Safety</b>				
<ul style="list-style-type: none"><li>• Recurrence of Maltreatment</li></ul>		x		
<ul style="list-style-type: none"><li>• Abuse/Neglect in foster care</li></ul>		X		
<ul style="list-style-type: none"><li>• Timely ER Response (process measure)</li></ul>	X		<b>Risk Assessment</b> <ul style="list-style-type: none"><li>• A Family Assessment Factor Analysis Tool is in place for assessing incoming referrals.</li></ul> <b>Data Clean Up</b> <ul style="list-style-type: none"><li>• Units and teams will be evaluated on input as identified by CWS/CMS and CAD IQ consistency.</li><li>• Training needs will be identified and courses designed as needed, based on individual's needs.</li><li>• Training formats/resources to reinforce correct data entry and timeliness.</li></ul>	Operational  February 05
<ul style="list-style-type: none"><li>• Social Worker Visits with child (process measure)</li></ul>		X		
<b>Permanency</b>				
<ul style="list-style-type: none"><li>• Time to Reunification</li></ul>		X		
<ul style="list-style-type: none"><li>• Time to Adoption</li></ul>		X	<ul style="list-style-type: none"><li>• Tulare County's performance on finalizing adoption has exceeded State performance levels because of a team of seasoned adoption social work staff whose time is dedicated to finalizing adoptions.</li><li>• Implement the Family Unity Program</li><li>• Recruit more Foster Homes/Adoptive Homes</li></ul>	Operational  April 05 February 05

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<ul style="list-style-type: none"> <li>• Placement Stability</li> </ul>	X	<div> <div> <b>Recruit more foster caregivers, especially in areas where CWS receives a large number of referrals:</b> <ul style="list-style-type: none"> <li>▪ Explore incentives for existing foster caregivers who actively recruit other caregivers.</li> <li>▪ Develop major advertising campaign including radio and television.</li> <li>▪ Present to community groups, events, faith-based organizations, and support groups.</li> </ul> </div> <div> <b>Retain more foster caregivers/resource families:</b> <ul style="list-style-type: none"> <li>▪ Engage caregivers to understand the needs of foster children.</li> <li>▪ Assign specific staff as liaisons.</li> <li>▪ Consider other support resources.</li> <li>▪ Hold focus groups for feedback on current curriculum and needed enhancements.</li> <li>▪ Survey caregivers for list of priorities and potential course schedules.</li> <li>▪ Schedule and offer training</li> </ul> </div> </div> <div> <i>Data reports, Safe Measures and contact with county will be used to monitor progress.</i> </div>	<div>February 05</div> <div>February '05</div>
<ul style="list-style-type: none"> <li>• Foster Care re-entry</li> </ul>	x	<div> <b>Identify existing service by geographical CWS Unit designation:</b> <ul style="list-style-type: none"> <li>▪ List and describe existing services by CWS Unit.</li> <li>▪ Define target populations for each service by criteria.</li> </ul> </div> <div> <b>Service Array Matrix document will be produced for use by all community partners in linking clients to needed services</b> <ul style="list-style-type: none"> <li>▪ List and describe existing services by CWS Unit</li> <li>▪ Define target populations for each service by criteria.</li> <li>▪ Review of currently available services, data table created in strategy 1.1.</li> <li>▪ Evaluate gaps in service linkages</li> <li>▪ Explore options for filling gaps in service linkages.</li> </ul> </div> <div> <b>Introduction of Family Unity concept to community partners (service providers):</b> <ul style="list-style-type: none"> <li>▪ Schedule community partner presentations and develop curriculum</li> <li>▪ Coordinate presentations; provide</li> </ul> </div>	<div>March '05</div> <div>April '05</div> <div>April '05</div>

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			materials, location, and facilitation	
			<i>Data reports, Safe Measures and contact with county will be used to monitor progress</i>	
<b>Well-Being</b>				
• Preserving family relationships				
• Least Restrictive Placements				
• ICWA Placements				
• ILP				
<b>Systemic</b>				
• Statewide Information System			<p><b>Establish “continuing education” style training for staff:</b></p> <ul style="list-style-type: none"> <li>▪ Units and teams will be evaluated on input as identified by CWS/CMS and CAD IQ consistency.</li> <li>▪ Training needs identified and courses designed as needed, based on individual’s needs</li> <li>▪ Training formats/resources to reinforce correct data entry and timeliness</li> </ul> <p><b>Update and expand data collection policies, procedures and program memoranda for all CWS functions:</b></p> <ul style="list-style-type: none"> <li>▪ Review existing guideline for functionality.</li> <li>▪ Develop and enhance existing quality assurance and monitoring capabilities</li> </ul> <p><b>Determine the required data essential for Probation Department staff to make informed management decisions:</b></p> <ul style="list-style-type: none"> <li>▪ Reporting needs identified</li> <li>▪ Management needs identified</li> <li>▪ Develop and enhance existing quality assurance and monitoring capabilities</li> <li>▪ Prepare an APD for submission to State requesting approval and funding.</li> </ul> <p><b>Search for best alternatives:</b></p> <ul style="list-style-type: none"> <li>▪ Ask other Probation Department Units</li> <li>▪ Review top recommendations</li> <li>▪ Make recommendation and seek approval</li> </ul> <p><i>Contact with county will be used to monitor progress</i></p>	<p>February ‘05</p> <p>February ‘05</p> <p>February ‘05</p> <p>July ‘05</p>
• Case Review System				
• Quality Assurance System				

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• Training				
• Service Array			<p><b>Identify existing service by geographical CWS Unit designation:</b></p> <ul style="list-style-type: none"> <li>▪ List and describe existing services by CWS Unit</li> <li>▪ Define target populations for each service by criteria.</li> <li>▪ Compile data in tabular format.</li> </ul> <p><b>Service Array Matrix document will be produced for use by all community partners in linking clients to needed services:</b></p> <ul style="list-style-type: none"> <li>▪ Review of currently available services, data table created in strategy 1.1</li> <li>▪ Evaluate gaps in service linkages</li> <li>▪ Explore options for filling gaps in service linkages.</li> </ul> <p><b>Implementation of Service Array Matrix:</b></p> <ul style="list-style-type: none"> <li>▪ Develop appropriate survey questions</li> <li>▪ Distribute pre-implementation survey and tabulate results</li> <li>▪ Distribute post-implementation survey at regular intervals, and tabulate results.</li> <li>▪ Evaluate results for necessary Matrix revision.</li> </ul> <p><b>Introduction of family unity concept to community partners (service providers):</b></p> <ul style="list-style-type: none"> <li>▪ Schedule community partner presentations and develop curriculum</li> <li>▪ Coordinate presentations; provide materials, location, and facilitation</li> </ul> <p><b>Training for community partners in CWS Risk Assessment process:</b></p> <ul style="list-style-type: none"> <li>▪ Schedule community partner presentations and develop curriculum.</li> <li>▪ Coordinate presentations, and provide material, location, and facilitation.</li> <li>▪ Evaluate and monitor presentation results for effectiveness.</li> </ul>	<p>March '05</p> <p>April '05</p> <p>August '05</p> <p>April '05</p> <p>May '05</p>
			<i>Contact with county will be used to monitor progress.</i>	
• Agency Responsiveness to the Community				
• Foster and Adoptive Parent Licensing, Recruitment and Retention				

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